

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
**(Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)**

**Major Occupational Group Summary**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>	Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
00-0000	Total, All Occupations	307,450	338,120	30,670	10.0%	3,070	7,470	10,540	\$34,621	\$8.49	\$20.72
11-0000	Management Occupations	10,850	12,130	1,280	11.8%	130	200	330	\$83,532	\$20.51	\$49.98
13-0000	Business and Financial Operations Occupations	10,380	12,100	1,720	16.6%	170	190	360	\$48,786	\$12.60	\$28.88
15-0000	Computer and Mathematical Occupations	3,910	4,890	980	25.1%	100	50	150	\$55,975	\$17.25	\$31.74
17-0000	Architecture and Engineering Occupations	4,950	5,430	480	9.7%	50	120	170	\$55,827	\$17.58	\$31.47
19-0000	Life, Physical, and Social Science Occupations	2,050	2,360	310	15.1%	30	50	80	\$51,871	\$14.65	\$30.08
21-0000	Community and Social Services Occupations	4,690	5,480	790	16.8%	80	90	170	\$38,256	\$12.11	\$21.53
23-0000	Legal Occupations	960	1,120	160	16.7%	20	10	30	\$74,098	\$14.58	\$46.15
25-0000	Education, Training, and Library Occupations	14,060	16,310	2,250	16.0%	230	300	530	\$39,342	\$10.97	\$22.89
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	3,660	4,100	440	12.0%	40	70	110	\$41,085	\$10.00	\$24.63
29-0000	Healthcare Practitioners and Technical Occupations	14,420	18,390	3,970	27.5%	400	270	670	\$56,991	\$14.74	\$33.73
31-0000	Healthcare Support Occupations	8,290	10,460	2,170	26.2%	220	130	350	\$24,933	\$9.23	\$13.36
33-0000	Protective Service Occupations	5,200	5,590	390	7.5%	40	150	190	\$32,113	\$8.58	\$18.87
35-0000	Food Preparation and Serving Related Occupations	26,660	30,450	3,790	14.2%	380	1,060	1,440	\$17,441	\$5.99	\$9.58
37-0000	Building and Grounds Cleaning and Maintenance Occupations	10,330	11,920	1,590	15.4%	160	210	370	\$20,880	\$6.95	\$11.58
39-0000	Personal Care and Service Occupations	7,270	8,800	1,530	21.0%	150	170	320	\$20,869	\$7.18	\$11.46
41-0000	Sales and Related Occupations	27,620	29,730	2,110	7.6%	210	950	1,160	\$31,902	\$7.08	\$19.46
43-0000	Office and Administrative Support Occupations	48,660	50,200	1,540	3.2%	150	1,120	1,270	\$28,331	\$9.12	\$15.87
45-0000	Farming, Fishing, and Forestry Occupations	430	460	30	7.0%	<5	10	10	\$27,806	\$7.51	\$16.30
47-0000	Construction and Extraction Occupations	14,970	17,200	2,230	14.9%	220	290	510	\$39,229	\$12.33	\$22.13
49-0000	Installation, Maintenance, and Repair Occupations	13,020	14,080	1,060	8.1%	110	300	410	\$37,167	\$11.94	\$20.83
51-0000	Production Occupations	48,580	48,410	-170	-0.3%	<5	1,160	1,160	\$31,151	\$10.06	\$17.44
53-0000	Transportation and Material Moving Occupations	26,510	28,510	2,000	7.5%	200	570	770	\$29,478	\$8.23	\$17.14

**See Notes At End of Workbook**

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**Top 50 Occupations with the Most New Jobs**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
29-1111	Registered Nurses	5,070	6,720	1,650	32.5%	170	110	280	Associate or Bachelor's degree <sup>(8)</sup>	\$54,415	\$20.63	\$28.93
41-2031	Retail Salespersons	8,450	9,610	1,160	13.7%	120	310	430	Short-term on-the-job training	\$24,102	\$7.07	\$13.85
53-3032	Truck Drivers, Heavy and Tractor-Trailer	7,190	8,110	920	12.8%	90	120	210	Moderate-term on-the-job training	\$38,719	\$12.67	\$21.59
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	5,570	6,440	870	15.6%	90	240	330	Short-term on-the-job training	\$16,002	\$5.95	\$8.57
35-3031	Waiters and Waitresses	5,670	6,510	840	14.8%	80	290	370	Short-term on-the-job training	\$15,403	\$5.91	\$8.16
43-4051	Customer Service Representatives	4,640	5,470	830	17.9%	80	70	150	Moderate-term on-the-job training	\$28,870	\$10.42	\$15.61
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,130	5,950	820	16.0%	80	100	180	Short-term on-the-job training	\$20,763	\$7.00	\$11.47
31-1012	Nursing Aides, Orderlies, and Attendants	4,310	5,010	700	16.2%	70	60	130	Postsecondary vocational training	\$23,450	\$9.48	\$12.17
39-9021	Personal and Home Care Aides	1,460	2,050	590	40.4%	60	20	80	Short-term on-the-job training	\$19,567	\$7.45	\$10.38
31-1011	Home Health Aides	1,050	1,590	540	51.4%	50	10	60	Short-term on-the-job training	\$19,713	\$7.68	\$10.37
47-2031	Carpenters	3,020	3,530	510	16.9%	50	50	100	Long-term on-the-job training	\$34,637	\$11.79	\$19.09

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
43-4171	Receptionists and Information Clerks	2,610	3,070	460	17.6%	50	60	110	Short-term on-the-job training	\$22,495	\$7.78	\$12.33
13-2011	Accountants and Auditors	2,090	2,470	380	18.2%	40	40	80	Bachelor's degree	\$54,155	\$17.93	\$30.09
37-2012	Maids and Housekeeping Cleaners	3,030	3,410	380	12.5%	40	60	100	Short-term on-the-job training	\$18,119	\$6.84	\$9.65
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,430	3,810	380	11.1%	40	90	130	Moderate-term on-the-job training	\$60,889	\$15.56	\$36.13
11-1021	General and Operations Managers	3,070	3,440	370	12.1%	40	60	100	Bachelor's or higher degree + work experience	\$96,278	\$23.33	\$57.77
51-2092	Team Assemblers	5,520	5,890	370	6.7%	40	140	180	Moderate-term on-the-job training	\$24,768	\$8.83	\$13.45
25-9041	Teacher Assistants	2,100	2,430	330	15.7%	30	40	70	Associate degree	\$23,256	Not Available	Not Available
35-3011	Bartenders	2,840	3,170	330	11.6%	30	110	140	Short-term on-the-job training	\$16,877	\$6.78	\$8.78
43-6011	Executive Secretaries and Administrative Assistants	3,230	3,560	330	10.2%	30	60	90	Moderate-term on-the-job training	\$33,461	\$11.97	\$18.14
53-3033	Truck Drivers, Light or Delivery Services	2,470	2,800	330	13.4%	30	20	50	Short-term on-the-job training	\$22,959	\$7.66	\$12.73
25-2021	Elementary School Teachers, Except Special Education	2,360	2,670	310	13.1%	30	50	80	Bachelor's degree	\$45,187	Not Available	Not Available

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
35-2021	Food Preparation Workers	1,690	2,000	310	18.3%	30	60	90	Short-term on-the-job training	\$18,757	\$7.06	\$10.00
39-9011	Child Care Workers	1,520	1,810	290	19.1%	30	40	70	Short-term on-the-job training	\$18,926	\$6.97	\$10.16
31-9092	Medical Assistants	610	890	280	45.9%	30	10	40	Moderate-term on-the-job training	\$26,903	\$10.98	\$13.91
49-9042	Maintenance and Repair Workers, General	3,310	3,590	280	8.5%	30	60	90	Long-term on-the-job training	\$34,117	\$11.58	\$18.81
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	1,680	1,950	270	16.1%	30	40	70	Work experience in a related occupation	\$27,130	\$8.61	\$15.26
25-2011	Preschool Teachers, Except Special Education	820	1,070	250	30.5%	30	10	40	Bachelor's degree	\$26,390	\$8.02	\$15.02
37-3011	Landscaping and Groundskeeping Workers	1,470	1,720	250	17.0%	30	30	60	Short-term on-the-job training	\$20,528	\$6.56	\$11.52
15-1031	Computer Software Engineers, Applications	550	790	240	43.6%	20	10	30	Bachelor's degree	\$68,751	\$26.55	\$36.31
35-2014	Cooks, Restaurant	1,600	1,840	240	15.0%	20	50	70	Long-term on-the-job training	\$20,112	\$6.94	\$11.03
31-9091	Dental Assistants	610	840	230	37.7%	20	20	40	Moderate-term on-the-job training	\$29,235	\$12.04	\$15.06
35-9021	Dishwashers	1,520	1,740	220	14.5%	20	50	70	Short-term on-the-job training	\$14,579	\$5.92	\$7.55

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43-9061	Office Clerks, General	4,940	5,150	210	4.3%	20	110	130	Short-term on-the-job training	\$23,253	\$7.95	\$12.79
47-2111	Electricians	1,790	2,000	210	11.7%	20	40	60	Long-term on-the-job training	\$45,758	\$16.91	\$24.55
15-1051	Computer Systems Analysts	900	1,100	200	22.2%	20	10	30	Bachelor's degree	\$58,824	\$19.40	\$32.72
29-2021	Dental Hygienists	530	730	200	37.7%	20	10	30	Associate degree	\$56,149	\$24.39	\$28.30
47-2152	Plumbers, Pipefitters, and Steamfitters	1,280	1,480	200	15.6%	20	30	50	Long-term on-the-job training	\$45,461	\$15.91	\$24.83
25-2031	Secondary School Teachers, Except Special and Vocational Education	1,960	2,150	190	9.7%	20	60	80	Bachelor's degree	\$44,807	Not Available	Not Available
43-3031	Bookkeeping, Accounting, and Auditing Clerks	4,660	4,850	190	4.1%	20	90	110	Moderate-term on-the-job training	\$28,040	\$9.91	\$15.26
49-3023	Automotive Service Technicians and Mechanics	1,510	1,700	190	12.6%	20	40	60	Postsecondary vocational training	\$32,065	\$10.52	\$17.87
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	640	830	190	29.7%	20	10	30	Long-term on-the-job training	\$37,965	\$13.33	\$20.72
53-7064	Packers and Packagers, Hand	2,490	2,680	190	7.6%	20	50	70	Short-term on-the-job training	\$20,505	\$6.54	\$11.52
29-2041	Emergency Medical Technicians and Paramedics	920	1,100	180	19.6%	20	10	30	Postsecondary vocational training	\$26,348	\$9.01	\$14.49

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53-3022	Bus Drivers, School	980	1,160	180	18.4%	20	20	40	Short-term on-the-job training	\$24,699	\$9.30	\$13.16
35-2011	Cooks, Fast Food	1,130	1,300	170	15.0%	20	40	60	Short-term on-the-job training	\$15,961	\$6.42	\$8.30
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	1,050	1,220	170	16.2%	20	20	40	Work experience in a related occupation	\$57,752	\$18.79	\$32.25
15-1071	Network and Computer Systems Administrators	450	610	160	35.6%	20	10	30	Bachelor's degree	\$53,403	\$17.19	\$29.92
21-1093	Social and Human Service Assistants	670	830	160	23.9%	20	10	30	Moderate-term on-the-job training	\$30,027	\$10.93	\$16.19

Also included in the top fifty but not shown to protect the confidentiality of employers is the following occupation:

51-3023	Slaughterers and Meat Packers	*	*	*	*	20	20	40	Moderate-term on-the-job training	*	*	*
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Sub-Set Totals (Excluding Slaughterers)	125,590	144,840	19,250	15.3%	1,950	3,050	5,000
Overall Totals	307,450	338,120	30,670	10.0%	3,070	7,470	10,540
Percent of Overall	40.8%	42.8%	62.8%		63.5%	40.8%	47.4%

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**Top 50 Fastest Growing Occupations (with at least 200 jobs in 2014)**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
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15-1081	Network Systems and Data Communications Analysts	240	380	140	58.3%	10	<5	10	Bachelor's degree	\$56,843	\$17.50	\$32.24
29-1071	Physician Assistants	130	200	70	53.8%	10	<5	10	Bachelor's degree	*	*	*
31-1011	Home Health Aides	1,050	1,590	540	51.4%	50	10	60	Short-term on-the-job training	\$19,713	\$7.68	\$10.37
31-9092	Medical Assistants	610	890	280	45.9%	30	10	40	Moderate-term on-the-job training	\$26,903	\$10.98	\$13.91
15-1031	Computer Software Engineers, Applications	550	790	240	43.6%	20	10	30	Bachelor's degree	\$68,751	\$26.55	\$36.31
15-1032	Computer Software Engineers, Systems Software	170	240	70	41.2%	10	<5	10	Bachelor's degree	\$59,134	\$18.19	\$33.55
39-9021	Personal and Home Care Aides	1,460	2,050	590	40.4%	60	20	80	Short-term on-the-job training	\$19,567	\$7.45	\$10.38
29-2021	Dental Hygienists	530	730	200	37.7%	20	10	30	Associate degree	\$56,149	\$24.39	\$28.30
31-9091	Dental Assistants	610	840	230	37.7%	20	20	40	Moderate-term on-the-job training	\$29,235	\$12.04	\$15.06
29-2055	Surgical Technologists	220	300	80	36.4%	10	<5	10	Postsecondary vocational training	\$37,621	\$14.72	\$19.77
15-1071	Network and Computer Systems Administrators	450	610	160	35.6%	20	10	30	Bachelor's degree	\$53,403	\$17.19	\$29.92
29-1122	Occupational Therapists	290	390	100	34.5%	10	<5	10	Master's degree	\$53,821	\$19.78	\$28.92

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29-1123	Physical Therapists	360	480	120	33.3%	10	<5	10	Master's degree	\$62,779	\$23.89	\$33.33
29-2071	Medical Records and Health Information Technicians	360	480	120	33.3%	10	10	20	Associate degree	\$31,099	\$10.66	\$17.10
29-1111	Registered Nurses	5,070	6,720	1,650	32.5%	170	110	280	Associate or Bachelor's degree <sup>(8)</sup>	\$54,415	\$20.63	\$28.93
29-2034	Radiologic Technologists and Technicians	440	580	140	31.8%	10	10	20	Associate degree	\$44,390	\$15.63	\$24.20
29-2012	Medical and Clinical Laboratory Technicians	190	250	60	31.6%	10	10	20	Associate degree	\$34,676	\$13.00	\$18.51
29-1126	Respiratory Therapists	160	210	50	31.3%	10	10	20	Associate degree	\$45,608	\$18.30	\$23.74
31-9094	Medical Transcriptionists	420	550	130	31.0%	10	10	20	Postsecondary vocational training	\$28,649	\$11.47	\$14.93
25-2011	Preschool Teachers, Except Special Education	820	1,070	250	30.5%	30	10	40	Bachelor's degree	\$26,390	\$8.02	\$15.02
29-2011	Medical and Clinical Laboratory Technologists	300	390	90	30.0%	10	10	20	Bachelor's degree	\$47,477	\$18.57	\$24.95
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	640	830	190	29.7%	20	10	30	Long-term on-the-job training	\$37,965	\$13.33	\$20.72
43-4111	Interviewers, Except Eligibility and Loan	380	490	110	28.9%	10	10	20	Short-term on-the-job training	\$24,925	\$9.63	\$13.16
53-3041	Taxi Drivers and Chauffeurs	350	450	100	28.6%	10	<5	10	Short-term on-the-job training	\$18,205	\$6.30	\$9.98



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25-1071	Health Specialties Teachers, Postsecondary	250	320	70	28.0%	10	10	20	Master's degree	*	*	*
13-1071	Employment, Recruitment, and Placement Specialists	260	330	70	26.9%	10	<5	10	Bachelor's degree	\$40,045	\$11.61	\$23.07
23-2011	Paralegals and Legal Assistants	190	240	50	26.3%	10	<5	10	Associate degree	\$34,386	\$12.40	\$18.60
29-2052	Pharmacy Technicians	600	750	150	25.0%	20	10	30	Moderate-term on-the-job training	\$24,075	\$9.31	\$12.71
47-2181	Roofers	240	300	60	25.0%	10	10	20	Moderate-term on-the-job training	\$29,002	\$9.97	\$15.93
29-2056	Veterinary Technologists and Technicians	160	200	40	25.0%	<5	<5	<5	Associate degree	\$26,957	\$8.98	\$14.95
47-2021	Brickmasons and Blockmasons	250	310	60	24.0%	10	<5	10	Long-term on-the-job training	\$39,514	\$13.90	\$21.55
29-1051	Pharmacists	460	570	110	23.9%	10	10	20	First professional degree	\$98,360	\$40.14	\$50.86
21-1093	Social and Human Service Assistants	670	830	160	23.9%	20	10	30	Moderate-term on-the-job training	\$30,027	\$10.93	\$16.19
19-3031	Clinical, Counseling, and School Psychologists	210	260	50	23.8%	10	10	20	Doctoral degree	\$63,450	\$20.82	\$35.35
21-1022	Medical and Public Health Social Workers	210	260	50	23.8%	10	<5	10	Master's degree	\$43,252	\$15.75	\$23.32
11-9111	Medical and Health Services Managers	430	530	100	23.3%	10	10	20	Bachelor's or higher degree + work experience	\$72,205	\$24.97	\$39.59

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**Top 50 Fastest Growing Occupations (with at least 200 jobs in 2014)**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
47-2051	Cement Masons and Concrete Finishers	440	540	100	22.7%	10	10	20	Moderate-term on-the-job training	\$36,239	\$13.30	\$19.49
11-9021	Construction Managers	220	270	50	22.7%	10	<5	10	Bachelor's degree	\$81,018	\$26.76	\$45.05
25-1191	Graduate Teaching Assistants	220	270	50	22.7%	10	10	20	Bachelor's degree	*	*	*
15-1051	Computer Systems Analysts	900	1,100	200	22.2%	20	10	30	Bachelor's degree	\$58,824	\$19.40	\$32.72
39-1021	First-Line Supervisors/Managers of Personal Service Workers	270	330	60	22.2%	10	10	20	Work experience in a related occupation	\$32,298	\$10.96	\$17.81
43-3011	Bill and Account Collectors	640	780	140	21.9%	10	10	20	Short-term on-the-job training	\$28,363	\$9.52	\$15.69
25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	280	340	60	21.4%	10	10	20	Bachelor's degree	\$46,984	Not Available	Not Available
13-1031	Claims Adjusters, Examiners, and Investigators	580	700	120	20.7%	10	10	20	Long-term on-the-job training	\$36,644	\$12.69	\$20.08
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	400	480	80	20.0%	10	10	20	Work experience in a related occupation	\$32,491	\$10.39	\$18.23
13-1072	Compensation, Benefits, and Job Analysis Specialists	200	240	40	20.0%	<5	<5	<5	Bachelor's degree	\$48,734	\$16.22	\$27.03
29-2041	Emergency Medical Technicians and Paramedics	920	1,100	180	19.6%	20	10	30	Postsecondary vocational training	\$26,348	\$9.01	\$14.49
41-2021	Counter and Rental Clerks	780	930	150	19.2%	20	30	50	Short-term on-the-job training	\$18,617	\$5.99	\$10.43

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Fastest Growing Occupations (with at least 200 jobs in 2014)**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>

Also included in the top fifty but not shown to protect the confidentiality of employers are the following occupations:

39-2021	Nonfarm Animal Caretakers	*	*	*	*	10	10	20	Short-term on-the-job training	\$16,884	\$6.00	\$9.18
25-1194	Vocational Education Teachers, Postsecondary	*	*	*	*	10	10	20	Work experience in a related occupation	*	*	*

Sub-Set Totals (Top 50)	26,010	34,030	8,020	30.8%	870	500	1,370
Overall Totals	307,450	338,120	30,670	10.0%	3,070	7,470	10,540
Percent of Overall	8.5%	10.1%	26.1%		28.3%	6.7%	13.0%

**See Notes At End of Workbook**

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Occupations with the Most Replacements**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
41-2011	Cashiers	7,490	7,390	-100	-1.3%	<5	370	370	Short-term on-the-job training	\$16,656	\$6.37	\$8.83
41-2031	Retail Salespersons	8,450	9,610	1,160	13.7%	120	310	430	Short-term on-the-job training	\$24,102	\$7.07	\$13.85
35-3031	Waiters and Waitresses	5,670	6,510	840	14.8%	80	290	370	Short-term on-the-job training	\$15,403	\$5.91	\$8.16
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	5,570	6,440	870	15.6%	90	240	330	Short-term on-the-job training	\$16,002	\$5.95	\$8.57
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	6,020	6,080	60	1.0%	10	200	210	Short-term on-the-job training	\$23,620	\$7.53	\$13.27
51-2092	Team Assemblers	5,520	5,890	370	6.7%	40	140	180	Moderate-term on-the-job training	\$24,768	\$8.83	\$13.45
43-5081	Stock Clerks and Order Fillers	3,470	3,130	-340	-9.8%	<5	130	130	Short-term on-the-job training	\$22,998	\$7.28	\$12.94
53-3032	Truck Drivers, Heavy and Tractor-Trailer	7,190	8,110	920	12.8%	90	120	210	Moderate-term on-the-job training	\$38,719	\$12.67	\$21.59
29-1111	Registered Nurses	5,070	6,720	1,650	32.5%	170	110	280	Associate or Bachelor's degree <sup>(8)</sup>	\$54,415	\$20.63	\$28.93
35-3011	Bartenders	2,840	3,170	330	11.6%	30	110	140	Short-term on-the-job training	\$16,877	\$6.78	\$8.78
43-9061	Office Clerks, General	4,940	5,150	210	4.3%	20	110	130	Short-term on-the-job training	\$23,253	\$7.95	\$12.79

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Occupations with the Most Replacements**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,130	5,950	820	16.0%	80	100	180	Short-term on-the-job training	\$20,763	\$7.00	\$11.47
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,430	3,810	380	11.1%	40	90	130	Moderate-term on-the-job training	\$60,889	\$15.56	\$36.13
43-3031	Bookkeeping, Accounting, and Auditing Clerks	4,660	4,850	190	4.1%	20	90	110	Moderate-term on-the-job training	\$28,040	\$9.91	\$15.26
51-9198	Helpers--Production Workers	2,820	2,910	90	3.2%	10	80	90	Short-term on-the-job training	\$26,330	\$8.46	\$14.76
43-6014	Secretaries, Except Legal, Medical, and Executive	4,260	4,040	-220	-5.2%	<5	80	80	Moderate-term on-the-job training	\$26,841	\$9.82	\$14.45
43-4051	Customer Service Representatives	4,640	5,470	830	17.9%	80	70	150	Moderate-term on-the-job training	\$28,870	\$10.42	\$15.61
43-3071	Tellers	1,420	1,570	150	10.6%	20	70	90	Short-term on-the-job training	\$21,329	\$8.89	\$10.94
35-2021	Food Preparation Workers	1,690	2,000	310	18.3%	30	60	90	Short-term on-the-job training	\$18,757	\$7.06	\$10.00
43-4171	Receptionists and Information Clerks	2,610	3,070	460	17.6%	50	60	110	Short-term on-the-job training	\$22,495	\$7.78	\$12.33
31-1012	Nursing Aides, Orderlies, and Attendants	4,310	5,010	700	16.2%	70	60	130	Postsecondary vocational training	\$23,450	\$9.48	\$12.17
37-2012	Maids and Housekeeping Cleaners	3,030	3,410	380	12.5%	40	60	100	Short-term on-the-job training	\$18,119	\$6.84	\$9.65

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Occupations with the Most Replacements**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
11-1021	General and Operations Managers	3,070	3,440	370	12.1%	40	60	100	Bachelor's or higher degree + work experience	\$96,278	\$23.33	\$57.77
43-6011	Executive Secretaries and Administrative Assistants	3,230	3,560	330	10.2%	30	60	90	Moderate-term on-the-job training	\$33,461	\$11.97	\$18.14
25-2031	Secondary School Teachers, Except Special and Vocational Education	1,960	2,150	190	9.7%	20	60	80	Bachelor's degree	\$44,807	Not Available	Not Available
49-9042	Maintenance and Repair Workers, General	3,310	3,590	280	8.5%	30	60	90	Long-term on-the-job training	\$34,117	\$11.58	\$18.81
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	2,610	2,720	110	4.2%	10	60	70	Work experience in a related occupation	\$44,858	\$13.28	\$25.71
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	3,070	3,180	110	3.6%	10	60	70	Work experience in a related occupation	\$49,940	\$16.04	\$27.99
47-2031	Carpenters	3,020	3,530	510	16.9%	50	50	100	Long-term on-the-job training	\$34,637	\$11.79	\$19.09
35-2014	Cooks, Restaurant	1,600	1,840	240	15.0%	20	50	70	Long-term on-the-job training	\$20,112	\$6.94	\$11.03
35-9021	Dishwashers	1,520	1,740	220	14.5%	20	50	70	Short-term on-the-job training	\$14,579	\$5.92	\$7.55
25-2021	Elementary School Teachers, Except Special Education	2,360	2,670	310	13.1%	30	50	80	Bachelor's degree	\$45,187	Not Available	Not Available
53-7064	Packers and Packagers, Hand	2,490	2,680	190	7.6%	20	50	70	Short-term on-the-job training	\$20,505	\$6.54	\$11.52

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Occupations with the Most Replacements**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2,290	2,380	90	3.9%	10	50	60	Moderate-term on-the-job training	\$29,072	\$9.54	\$16.19
39-9011	Child Care Workers	1,520	1,810	290	19.1%	30	40	70	Short-term on-the-job training	\$18,926	\$6.97	\$10.16
13-2011	Accountants and Auditors	2,090	2,470	380	18.2%	40	40	80	Bachelor's degree	\$54,155	\$17.93	\$30.09
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	1,680	1,950	270	16.1%	30	40	70	Work experience in a related occupation	\$27,130	\$8.61	\$15.26
25-9041	Teacher Assistants	2,100	2,430	330	15.7%	30	40	70	Associate degree	\$23,256	Not Available	Not Available
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	660	760	100	15.2%	10	40	50	Short-term on-the-job training	\$15,772	\$6.33	\$8.21
35-2011	Cooks, Fast Food	1,130	1,300	170	15.0%	20	40	60	Short-term on-the-job training	\$15,961	\$6.42	\$8.30
49-3023	Automotive Service Technicians and Mechanics	1,510	1,700	190	12.6%	20	40	60	Postsecondary vocational training	\$32,065	\$10.52	\$17.87
47-2111	Electricians	1,790	2,000	210	11.7%	20	40	60	Long-term on-the-job training	\$45,758	\$16.91	\$24.55
33-3051	Police and Sheriff's Patrol Officers	1,380	1,460	80	5.8%	10	40	50	Long-term on-the-job training	\$41,829	\$15.43	\$22.45
51-4041	Machinists	1,770	1,860	90	5.1%	10	40	50	Long-term on-the-job training	\$35,325	\$13.19	\$18.88

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 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Occupations with the Most Replacements**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	2,070	2,170	100	4.8%	10	40	50	Work experience in a related occupation	\$37,185	\$10.76	\$21.44
51-4121	Welders, Cutters, Solderers, and Brazers	1,570	1,610	40	2.5%	<5	40	40	Postsecondary vocational training	\$33,239	\$13.79	\$17.08
53-7051	Industrial Truck and Tractor Operators	2,200	2,240	40	1.8%	<5	40	40	Short-term on-the-job training	\$29,720	\$10.98	\$15.94
43-5071	Shipping, Receiving, and Traffic Clerks	1,930	1,920	-10	-0.5%	<5	40	40	Short-term on-the-job training	\$26,906	\$9.28	\$14.77
51-9196	Paper Goods Machine Setters, Operators, and Tenders	1,910	1,790	-120	-6.3%	<5	40	40	Moderate-term on-the-job training	\$35,579	\$12.79	\$19.27
51-9111	Packaging and Filling Machine Operators and Tenders	2,080	1,940	-140	-6.7%	<5	40	40	Short-term on-the-job training	\$24,585	\$8.09	\$13.69
Sub-Set Totals (Top 50)		158,150	173,180	15,030	9.5%	1,610	4,250	5,860				
Overall Totals		307,450	338,120	30,670	10.0%	3,070	7,470	10,540				
Percent of Overall		51.4%	51.2%	49.0%		52.4%	56.9%	55.6%				

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**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Occupations with the Most Job Openings**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
41-2031	Retail Salespersons	8,450	9,610	1,160	13.7%	120	310	430	Short-term on-the-job training	\$24,102	\$7.07	\$13.85
41-2011	Cashiers	7,490	7,390	-100	-1.3%	<5	370	370	Short-term on-the-job training	\$16,656	\$6.37	\$8.83
35-3031	Waiters and Waitresses	5,670	6,510	840	14.8%	80	290	370	Short-term on-the-job training	\$15,403	\$5.91	\$8.16
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	5,570	6,440	870	15.6%	90	240	330	Short-term on-the-job training	\$16,002	\$5.95	\$8.57
29-1111	Registered Nurses	5,070	6,720	1,650	32.5%	170	110	280	Associate or Bachelor's degree <sup>(8)</sup>	\$54,415	\$20.63	\$28.93
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	6,020	6,080	60	1.0%	10	200	210	Short-term on-the-job training	\$23,620	\$7.53	\$13.27
53-3032	Truck Drivers, Heavy and Tractor-Trailer	7,190	8,110	920	12.8%	90	120	210	Moderate-term on-the-job training	\$38,719	\$12.67	\$21.59
51-2092	Team Assemblers	5,520	5,890	370	6.7%	40	140	180	Moderate-term on-the-job training	\$24,768	\$8.83	\$13.45
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,130	5,950	820	16.0%	80	100	180	Short-term on-the-job training	\$20,763	\$7.00	\$11.47
43-4051	Customer Service Representatives	4,640	5,470	830	17.9%	80	70	150	Moderate-term on-the-job training	\$28,870	\$10.42	\$15.61
35-3011	Bartenders	2,840	3,170	330	11.6%	30	110	140	Short-term on-the-job training	\$16,877	\$6.78	\$8.78

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Occupations with the Most Job Openings**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
43-5081	Stock Clerks and Order Fillers	3,470	3,130	-340	-9.8%	<5	130	130	Short-term on-the-job training	\$22,998	\$7.28	\$12.94
43-9061	Office Clerks, General	4,940	5,150	210	4.3%	20	110	130	Short-term on-the-job training	\$23,253	\$7.95	\$12.79
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,430	3,810	380	11.1%	40	90	130	Moderate-term on-the-job training	\$60,889	\$15.56	\$36.13
31-1012	Nursing Aides, Orderlies, and Attendants	4,310	5,010	700	16.2%	70	60	130	Postsecondary vocational training	\$23,450	\$9.48	\$12.17
43-3031	Bookkeeping, Accounting, and Auditing Clerks	4,660	4,850	190	4.1%	20	90	110	Moderate-term on-the-job training	\$28,040	\$9.91	\$15.26
43-4171	Receptionists and Information Clerks	2,610	3,070	460	17.6%	50	60	110	Short-term on-the-job training	\$22,495	\$7.78	\$12.33
37-2012	Maids and Housekeeping Cleaners	3,030	3,410	380	12.5%	40	60	100	Short-term on-the-job training	\$18,119	\$6.84	\$9.65
11-1021	General and Operations Managers	3,070	3,440	370	12.1%	40	60	100	Bachelor's or higher degree + work experience	\$96,278	\$23.33	\$57.77
47-2031	Carpenters	3,020	3,530	510	16.9%	50	50	100	Long-term on-the-job training	\$34,637	\$11.79	\$19.09
51-9198	Helpers--Production Workers	2,820	2,910	90	3.2%	10	80	90	Short-term on-the-job training	\$26,330	\$8.46	\$14.76
43-3071	Tellers	1,420	1,570	150	10.6%	20	70	90	Short-term on-the-job training	\$21,329	\$8.89	\$10.94

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Occupations with the Most Job Openings**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
35-2021	Food Preparation Workers	1,690	2,000	310	18.3%	30	60	90	Short-term on-the-job training	\$18,757	\$7.06	\$10.00
43-6011	Executive Secretaries and Administrative Assistants	3,230	3,560	330	10.2%	30	60	90	Moderate-term on-the-job training	\$33,461	\$11.97	\$18.14
49-9042	Maintenance and Repair Workers, General	3,310	3,590	280	8.5%	30	60	90	Long-term on-the-job training	\$34,117	\$11.58	\$18.81
43-6014	Secretaries, Except Legal, Medical, and Executive	4,260	4,040	-220	-5.2%	<5	80	80	Moderate-term on-the-job training	\$26,841	\$9.82	\$14.45
25-2031	Secondary School Teachers, Except Special and Vocational Education	1,960	2,150	190	9.7%	20	60	80	Bachelor's degree	\$44,807	Not Available	Not Available
25-2021	Elementary School Teachers, Except Special Education	2,360	2,670	310	13.1%	30	50	80	Bachelor's degree	\$45,187	Not Available	Not Available
13-2011	Accountants and Auditors	2,090	2,470	380	18.2%	40	40	80	Bachelor's degree	\$54,155	\$17.93	\$30.09
39-9021	Personal and Home Care Aides	1,460	2,050	590	40.4%	60	20	80	Short-term on-the-job training	\$19,567	\$7.45	\$10.38
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	2,610	2,720	110	4.2%	10	60	70	Work experience in a related occupation	\$44,858	\$13.28	\$25.71
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	3,070	3,180	110	3.6%	10	60	70	Work experience in a related occupation	\$49,940	\$16.04	\$27.99
35-2014	Cooks, Restaurant	1,600	1,840	240	15.0%	20	50	70	Long-term on-the-job training	\$20,112	\$6.94	\$11.03

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Occupations with the Most Job Openings**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
35-9021	Dishwashers	1,520	1,740	220	14.5%	20	50	70	Short-term on-the-job training	\$14,579	\$5.92	\$7.55
53-7064	Packers and Packagers, Hand	2,490	2,680	190	7.6%	20	50	70	Short-term on-the-job training	\$20,505	\$6.54	\$11.52
39-9011	Child Care Workers	1,520	1,810	290	19.1%	30	40	70	Short-term on-the-job training	\$18,926	\$6.97	\$10.16
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	1,680	1,950	270	16.1%	30	40	70	Work experience in a related occupation	\$27,130	\$8.61	\$15.26
25-9041	Teacher Assistants	2,100	2,430	330	15.7%	30	40	70	Associate degree	\$23,256	Not Available	Not Available
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2,290	2,380	90	3.9%	10	50	60	Moderate-term on-the-job training	\$29,072	\$9.54	\$16.19
35-2011	Cooks, Fast Food	1,130	1,300	170	15.0%	20	40	60	Short-term on-the-job training	\$15,961	\$6.42	\$8.30
49-3023	Automotive Service Technicians and Mechanics	1,510	1,700	190	12.6%	20	40	60	Postsecondary vocational training	\$32,065	\$10.52	\$17.87
47-2111	Electricians	1,790	2,000	210	11.7%	20	40	60	Long-term on-the-job training	\$45,758	\$16.91	\$24.55
37-3011	Landscaping and Groundskeeping Workers	1,470	1,720	250	17.0%	30	30	60	Short-term on-the-job training	\$20,528	\$6.56	\$11.52
31-1011	Home Health Aides	1,050	1,590	540	51.4%	50	10	60	Short-term on-the-job training	\$19,713	\$7.68	\$10.37

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Occupations with the Most Job Openings**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	660	760	100	15.2%	10	40	50	Short-term on-the-job training	\$15,772	\$6.33	\$8.21
33-3051	Police and Sheriff's Patrol Officers	1,380	1,460	80	5.8%	10	40	50	Long-term on-the-job training	\$41,829	\$15.43	\$22.45
51-4041	Machinists	1,770	1,860	90	5.1%	10	40	50	Long-term on-the-job training	\$35,325	\$13.19	\$18.88
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	2,070	2,170	100	4.8%	10	40	50	Work experience in a related occupation	\$37,185	\$10.76	\$21.44
41-2021	Counter and Rental Clerks	780	930	150	19.2%	20	30	50	Short-term on-the-job training	\$18,617	\$5.99	\$10.43
47-2152	Plumbers, Pipefitters, and Steamfitters	1,280	1,480	200	15.6%	20	30	50	Long-term on-the-job training	\$45,461	\$15.91	\$24.83
Sub-Set Totals (Top 50)		154,500	171,450	16,950	11.0%	1,790	4,170	5,960				
Overall Totals		307,450	338,120	30,670	10.0%	3,070	7,470	10,540				
Percent of Overall		50.3%	50.7%	55.3%		58.3%	55.8%	56.5%				

**See Notes At End of Workbook**

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
**(Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)**

**Top 50 Occupations Losing Jobs**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
43-5081	Stock Clerks and Order Fillers	3,470	3,130	-340	-9.8%	<5	130	130	Short-term on-the-job training	\$22,998	\$7.28	\$12.94
43-4151	Order Clerks	810	580	-230	-28.4%	<5	20	20	Short-term on-the-job training	\$31,006	\$11.14	\$16.79
43-6014	Secretaries, Except Legal, Medical, and Executive	4,260	4,040	-220	-5.2%	<5	80	80	Moderate-term on-the-job training	\$26,841	\$9.82	\$14.45
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	1,370	1,150	-220	-16.1%	<5	30	30	Moderate-term on-the-job training	\$30,311	\$11.01	\$16.35
43-4071	File Clerks	450	270	-180	-40.0%	<5	10	10	Short-term on-the-job training	\$21,310	\$7.94	\$11.40
51-9111	Packaging and Filling Machine Operators and Tenders	2,080	1,940	-140	-6.7%	<5	40	40	Short-term on-the-job training	\$24,585	\$8.09	\$13.69
51-9196	Paper Goods Machine Setters, Operators, and Tenders	1,910	1,790	-120	-6.3%	<5	40	40	Moderate-term on-the-job training	\$35,579	\$12.79	\$19.27
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	330	210	-120	-36.4%	<5	10	10	Short-term on-the-job training	\$23,042	\$8.92	\$12.16
53-7063	Machine Feeders and Offbearers	650	540	-110	-16.9%	<5	20	20	Short-term on-the-job training	\$22,888	\$8.79	\$12.11
41-2011	Cashiers	7,490	7,390	-100	-1.3%	<5	370	370	Short-term on-the-job training	\$16,656	\$6.37	\$8.83
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	570	490	-80	-14.0%	<5	20	20	Moderate-term on-the-job training	\$26,442	\$9.47	\$14.33
43-5041	Meter Readers, Utilities	160	80	-80	-50.0%	<5	10	10	Short-term on-the-job training	\$42,203	\$15.84	\$22.52

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
**(Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)**

**Top 50 Occupations Losing Jobs**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,010	940	-70	-6.9%	<5	20	20	Moderate-term on-the-job training	\$30,845	\$11.41	\$16.54
43-9011	Computer Operators	210	140	-70	-33.3%	<5	10	10	Moderate-term on-the-job training	\$34,969	\$11.79	\$19.32
51-6031	Sewing Machine Operators	460	400	-60	-13.0%	<5	10	10	Moderate-term on-the-job training	\$23,470	\$8.90	\$12.48
43-9022	Word Processors and Typists	280	220	-60	-21.4%	<5	10	10	Moderate-term on-the-job training	\$26,559	\$9.81	\$14.25
43-9071	Office Machine Operators, Except Computer	170	120	-50	-29.4%	<5	<5	<5	Short-term on-the-job training	\$24,539	\$8.40	\$13.49
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	540	490	-50	-9.3%	<5	10	10	Moderate-term on-the-job training	\$31,890	\$11.40	\$17.30
43-2011	Switchboard Operators, Including Answering Service	430	380	-50	-11.6%	<5	10	10	Short-term on-the-job training	\$22,743	\$9.25	\$11.78
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	400	350	-50	-12.5%	<5	10	10	Moderate-term on-the-job training	\$34,490	\$12.02	\$18.86
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	390	340	-50	-12.8%	<5	10	10	Moderate-term on-the-job training	\$25,373	\$9.54	\$13.53
11-1031	Legislators	690	650	-40	-5.8%	<5	10	10	Bachelor's or higher degree + work experience	\$22,532	\$5.91	\$13.30
41-2022	Parts Salespersons	480	440	-40	-8.3%	<5	10	10	Moderate-term on-the-job training	\$27,266	\$9.67	\$14.83
43-4041	Credit Authorizers, Checkers, and Clerks	80	50	-30	-37.5%	<5	<5	<5	Short-term on-the-job training	\$31,927	\$8.94	\$18.56

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
**(Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)**

**Top 50 Occupations Losing Jobs**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	1,300	1,270	-30	-2.3%	<5	30	30	Moderate-term on-the-job training	\$30,323	\$10.84	\$16.45
15-1021	Computer Programmers	510	480	-30	-5.9%	<5	10	10	Bachelor's degree	\$57,747	\$20.31	\$31.49
51-9022	Grinding and Polishing Workers, Hand	310	280	-30	-9.7%	<5	10	10	Moderate-term on-the-job training	\$30,792	\$11.60	\$16.41
27-3011	Radio and Television Announcers	170	150	-20	-11.8%	<5	<5	<5	Long-term on-the-job training	\$21,478	\$7.39	\$11.79
51-2023	Electromechanical Equipment Assemblers	170	150	-20	-11.8%	<5	<5	<5	Short-term on-the-job training	\$36,317	\$13.56	\$19.41
53-6021	Parking Lot Attendants	120	100	-20	-16.7%	<5	<5	<5	Short-term on-the-job training	\$20,377	\$8.55	\$10.42
51-6093	Upholsterers	80	60	-20	-25.0%	<5	<5	<5	Long-term on-the-job training	\$29,819	\$11.49	\$15.76
51-7021	Furniture Finishers	70	50	-20	-28.6%	<5	<5	<5	Long-term on-the-job training	\$27,479	\$9.83	\$14.90
49-9041	Industrial Machinery Mechanics	1,120	1,100	-20	-1.8%	<5	20	20	Long-term on-the-job training	\$41,437	\$14.58	\$22.59
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	750	730	-20	-2.7%	<5	20	20	Moderate-term on-the-job training	\$30,229	\$11.04	\$16.28
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	630	610	-20	-3.2%	<5	20	20	Moderate-term on-the-job training	\$31,090	\$10.72	\$17.06
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	630	610	-20	-3.2%	<5	10	10	Moderate-term on-the-job training	\$32,386	\$12.79	\$16.96



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**(Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)**

**Top 50 Occupations Losing Jobs**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
51-5022	Prepress Technicians and Workers	320	300	-20	-6.3%	<5	10	10	Postsecondary vocational training	\$31,119	\$11.63	\$16.63
43-5021	Couriers and Messengers	250	230	-20	-8.0%	<5	10	10	Short-term on-the-job training	\$22,813	\$9.27	\$11.81
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	200	190	-10	-5.0%	<5	<5	<5	Moderate-term on-the-job training	\$32,865	\$13.87	\$16.76
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	180	170	-10	-5.6%	<5	<5	<5	Postsecondary vocational training	\$41,268	\$14.61	\$22.45
43-3061	Procurement Clerks	170	160	-10	-5.9%	<5	<5	<5	Short-term on-the-job training	\$28,441	\$11.77	\$14.63
51-2031	Engine and Other Machine Assemblers	140	130	-10	-7.1%	<5	<5	<5	Short-term on-the-job training	\$40,123	\$16.30	\$20.78
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	120	110	-10	-8.3%	<5	<5	<5	Moderate-term on-the-job training	\$27,397	\$10.03	\$14.74
51-4051	Metal-Refining Furnace Operators and Tenders	120	110	-10	-8.3%	<5	<5	<5	Moderate-term on-the-job training	\$31,207	\$12.39	\$16.31
41-3041	Travel Agents	90	80	-10	-11.1%	<5	<5	<5	Postsecondary vocational training	\$25,939	\$8.63	\$14.39
43-4061	Eligibility Interviewers, Government Programs	90	80	-10	-11.1%	<5	<5	<5	Moderate-term on-the-job training	\$31,776	\$10.32	\$17.75

Also included in the top fifty but not shown to protect the confidentiality of employers are the following occupations:

41-9041	Telemarketers	*	*	*	*	<5	10	10	Short-term on-the-job training	*	*	*
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**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Occupations Losing Jobs**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
51-9132	Photographic Processing Machine Operators	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	*	*	*	*	<5	10	10	Short-term on-the-job training	\$31,753	\$12.25	\$16.78
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*

Sub-Set Totals (Top 50)	37,420	34,270	-3,150	-8.4%	0	1,030	1,030
Overall Totals	307,450	338,120	30,670	10.0%	3,070	7,470	10,540
Percent of Overall	12.2%	10.1%	-10.3%		0.0%	13.8%	9.8%

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**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Occupations with the Most Jobs in 2014**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
41-2031	Retail Salespersons	8,450	9,610	1,160	13.7%	120	310	430	Short-term on-the-job training	\$24,102	\$7.07	\$13.85
53-3032	Truck Drivers, Heavy and Tractor-Trailer	7,190	8,110	920	12.8%	90	120	210	Moderate-term on-the-job training	\$38,719	\$12.67	\$21.59
41-2011	Cashiers	7,490	7,390	-100	-1.3%	<5	370	370	Short-term on-the-job training	\$16,656	\$6.37	\$8.83
29-1111	Registered Nurses	5,070	6,720	1,650	32.5%	170	110	280	Associate or Bachelor's degree <sup>(8)</sup>	\$54,415	\$20.63	\$28.93
35-3031	Waiters and Waitresses	5,670	6,510	840	14.8%	80	290	370	Short-term on-the-job training	\$15,403	\$5.91	\$8.16
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	5,570	6,440	870	15.6%	90	240	330	Short-term on-the-job training	\$16,002	\$5.95	\$8.57
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	6,020	6,080	60	1.0%	10	200	210	Short-term on-the-job training	\$23,620	\$7.53	\$13.27
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,130	5,950	820	16.0%	80	100	180	Short-term on-the-job training	\$20,763	\$7.00	\$11.47
51-2092	Team Assemblers	5,520	5,890	370	6.7%	40	140	180	Moderate-term on-the-job training	\$24,768	\$8.83	\$13.45
43-4051	Customer Service Representatives	4,640	5,470	830	17.9%	80	70	150	Moderate-term on-the-job training	\$28,870	\$10.42	\$15.61
43-9061	Office Clerks, General	4,940	5,150	210	4.3%	20	110	130	Short-term on-the-job training	\$23,253	\$7.95	\$12.79

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**(Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)**

**Top 50 Occupations with the Most Jobs in 2014**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
31-1012	Nursing Aides, Orderlies, and Attendants	4,310	5,010	700	16.2%	70	60	130	Postsecondary vocational training	\$23,450	\$9.48	\$12.17
43-3031	Bookkeeping, Accounting, and Auditing Clerks	4,660	4,850	190	4.1%	20	90	110	Moderate-term on-the-job training	\$28,040	\$9.91	\$15.26
43-6014	Secretaries, Except Legal, Medical, and Executive	4,260	4,040	-220	-5.2%	<5	80	80	Moderate-term on-the-job training	\$26,841	\$9.82	\$14.45
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,430	3,810	380	11.1%	40	90	130	Moderate-term on-the-job training	\$60,889	\$15.56	\$36.13
49-9042	Maintenance and Repair Workers, General	3,310	3,590	280	8.5%	30	60	90	Long-term on-the-job training	\$34,117	\$11.58	\$18.81
43-6011	Executive Secretaries and Administrative Assistants	3,230	3,560	330	10.2%	30	60	90	Moderate-term on-the-job training	\$33,461	\$11.97	\$18.14
47-2031	Carpenters	3,020	3,530	510	16.9%	50	50	100	Long-term on-the-job training	\$34,637	\$11.79	\$19.09
11-1021	General and Operations Managers	3,070	3,440	370	12.1%	40	60	100	Bachelor's or higher degree + work experience	\$96,278	\$23.33	\$57.77
37-2012	Maids and Housekeeping Cleaners	3,030	3,410	380	12.5%	40	60	100	Short-term on-the-job training	\$18,119	\$6.84	\$9.65
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	3,070	3,180	110	3.6%	10	60	70	Work experience in a related occupation	\$49,940	\$16.04	\$27.99
35-3011	Bartenders	2,840	3,170	330	11.6%	30	110	140	Short-term on-the-job training	\$16,877	\$6.78	\$8.78

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Occupations with the Most Jobs in 2014**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
43-5081	Stock Clerks and Order Fillers	3,470	3,130	-340	-9.8%	<5	130	130	Short-term on-the-job training	\$22,998	\$7.28	\$12.94
43-4171	Receptionists and Information Clerks	2,610	3,070	460	17.6%	50	60	110	Short-term on-the-job training	\$22,495	\$7.78	\$12.33
51-9198	Helpers--Production Workers	2,820	2,910	90	3.2%	10	80	90	Short-term on-the-job training	\$26,330	\$8.46	\$14.76
53-3033	Truck Drivers, Light or Delivery Services	2,470	2,800	330	13.4%	30	20	50	Short-term on-the-job training	\$22,959	\$7.66	\$12.73
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	2,610	2,720	110	4.2%	10	60	70	Work experience in a related occupation	\$44,858	\$13.28	\$25.71
53-7064	Packers and Packagers, Hand	2,490	2,680	190	7.6%	20	50	70	Short-term on-the-job training	\$20,505	\$6.54	\$11.52
25-2021	Elementary School Teachers, Except Special Education	2,360	2,670	310	13.1%	30	50	80	Bachelor's degree	\$45,187	Not Available	Not Available
13-2011	Accountants and Auditors	2,090	2,470	380	18.2%	40	40	80	Bachelor's degree	\$54,155	\$17.93	\$30.09
25-9041	Teacher Assistants	2,100	2,430	330	15.7%	30	40	70	Associate degree	\$23,256	Not Available	Not Available
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2,290	2,380	90	3.9%	10	50	60	Moderate-term on-the-job training	\$29,072	\$9.54	\$16.19
53-7051	Industrial Truck and Tractor Operators	2,200	2,240	40	1.8%	<5	40	40	Short-term on-the-job training	\$29,720	\$10.98	\$15.94

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Top 50 Occupations with the Most Jobs in 2014**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	2,070	2,170	100	4.8%	10	40	50	Work experience in a related occupation	\$37,185	\$10.76	\$21.44
25-2031	Secondary School Teachers, Except Special and Vocational Education	1,960	2,150	190	9.7%	20	60	80	Bachelor's degree	\$44,807	Not Available	Not Available
39-9021	Personal and Home Care Aides	1,460	2,050	590	40.4%	60	20	80	Short-term on-the-job training	\$19,567	\$7.45	\$10.38
47-2111	Electricians	1,790	2,000	210	11.7%	20	40	60	Long-term on-the-job training	\$45,758	\$16.91	\$24.55
35-2021	Food Preparation Workers	1,690	2,000	310	18.3%	30	60	90	Short-term on-the-job training	\$18,757	\$7.06	\$10.00
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	1,680	1,950	270	16.1%	30	40	70	Work experience in a related occupation	\$27,130	\$8.61	\$15.26
51-9111	Packaging and Filling Machine Operators and Tenders	2,080	1,940	-140	-6.7%	<5	40	40	Short-term on-the-job training	\$24,585	\$8.09	\$13.69
43-5071	Shipping, Receiving, and Traffic Clerks	1,930	1,920	-10	-0.5%	<5	40	40	Short-term on-the-job training	\$26,906	\$9.28	\$14.77
51-4041	Machinists	1,770	1,860	90	5.1%	10	40	50	Long-term on-the-job training	\$35,325	\$13.19	\$18.88
35-2014	Cooks, Restaurant	1,600	1,840	240	15.0%	20	50	70	Long-term on-the-job training	\$20,112	\$6.94	\$11.03
39-9011	Child Care Workers	1,520	1,810	290	19.1%	30	40	70	Short-term on-the-job training	\$18,926	\$6.97	\$10.16

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
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**Top 50 Occupations with the Most Jobs in 2014**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
51-9196	Paper Goods Machine Setters, Operators, and Tenders	1,910	1,790	-120	-6.3%	<5	40	40	Moderate-term on-the-job training	\$35,579	\$12.79	\$19.27
35-9021	Dishwashers	1,520	1,740	220	14.5%	20	50	70	Short-term on-the-job training	\$14,579	\$5.92	\$7.55
37-3011	Landscaping and Groundskeeping Workers	1,470	1,720	250	17.0%	30	30	60	Short-term on-the-job training	\$20,528	\$6.56	\$11.52
49-3023	Automotive Service Technicians and Mechanics	1,510	1,700	190	12.6%	20	40	60	Postsecondary vocational training	\$32,065	\$10.52	\$17.87
47-2061	Construction Laborers	1,500	1,620	120	8.0%	10	20	30	Moderate-term on-the-job training	\$30,887	\$10.38	\$17.09
51-4121	Welders, Cutters, Solderers, and Brazers	1,570	1,610	40	2.5%	<5	40	40	Postsecondary vocational training	\$33,239	\$13.79	\$17.08

Sub-Set Totals (Top 50)	160,460	176,280	15,820	9.9%	1,680	4,150	5,830
Overall Totals	307,450	338,120	30,670	10.0%	3,070	7,470	10,540
Percent of Overall	52.2%	52.1%	51.6%		54.7%	55.6%	55.3%

**See Notes At End of Workbook**

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Education or Training Path for Occupations**

Typical Education or Training Path	Number of Occupations Included	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>
<b>All occupations</b>	775	307,450	338,120	30,670	10.0%	3,070	7,470	10,540
Associate degree	38	7,060	8,500	1,440	20.4%	140	130	270
Bachelor's degree	111	34,960	41,520	6,560	18.8%	660	700	1,360
Master's degree	40	5,570	6,540	970	17.4%	100	120	220
First professional degree	20	2,530	3,100	570	22.5%	60	40	100
Doctoral degree	44	1,890	2,380	490	25.9%	50	50	100
Long-term on-the-job training	86	27,250	29,960	2,710	9.9%	270	600	870
Moderate-term on-the-job training	172	76,480	80,630	4,150	5.4%	420	1,620	2,040
Short-term on-the-job training	135	107,340	116,200	8,860	8.3%	890	3,340	4,230
Bachelor's or higher degree, plus work experience	34	9,960	11,100	1,140	11.4%	110	190	300
Work experience in a related occupation	41	17,110	18,660	1,550	9.1%	160	360	520
Postsecondary vocational training	54	17,300	19,530	2,230	12.9%	220	360	580

**See Notes At End of Workbook**



## Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014 (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

### Notes:

- (1) **Employment** is a count of jobs rather than people, and includes all part- and full-time nonfarm jobs. Employment does not include self-employed, unpaid family, and railroad workers. Employment is rounded to the nearest ten, with employment less than five rounded to zero. Totals may not add due to rounding.
- (2) **Replacements** are an estimate of the number of job openings expected because people have permanently left a given occupation. Permanent exits occur if someone dies, retires, or otherwise leaves the labor force. Permanent exits also include openings resulting from someone permanently changing occupations. For example, a person leaves their job as a cashier and becomes a truck driver. Openings resulting from people changing employers, but staying in the same occupation are not included.
- (3) **Total openings** are the sum of new jobs and replacements. Total openings are an indication of how many new people are needed to enter a given occupation.
- (4) **Typical Education and Training Path** gives a general indication of the education or training typically needed in a given occupation. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements.

**Short-Term On-the-Job Training:** These occupations require no more than one month of on-the-job training and the training usually happens at the workplace.

**Moderate-Term On-the-Job Training:** Training for these occupations usually occurs at the workplace and lasts from one to twelve months.

**Long-Term On-the-Job Training:** These occupations require more than one year of on-the-job training, or combined work experience and classroom instruction.

**Work Experience in Related Occupation:** Occupations in this category require skills and experience gained in other jobs.

**Postsecondary Vocational Training:** These formal training programs last from a few weeks to more than a year, and are offered at vocational or technical schools.

**Associate Degree:** This degree requires two years of full-time academic work beyond high school.

**Bachelor's Degree:** This degree requires four or five years of full-time academic work at a college or university.

**Master's Degree:** This degree requires one to two years of full-time study beyond a bachelor's degree.

**Doctoral Degree:** This degree usually requires at least three years of full-time study beyond a bachelor's degree.

**First Professional Degree:** These degrees typically require at least two years of full-time study beyond a bachelor's degree.

**Bachelor's or higher degree, plus work experience:** These occupations require a bachelor's or higher degree, in addition to work experience in a related non-managerial position.

- (5) **Average Annual Salary:** An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (6) **Entry Level Hourly Wage** is the average of the lower third of wages that are paid in a given occupation.
- (7) **Experienced Hourly Wage** is the average of the upper two-thirds of wages that are paid in a given occupation.
- (8) Depending upon the specific position and employer either an Associate or Bachelor's degree are most common.

\* Data is suppressed to preserve the confidentiality of employers.

Projections information is derived using the November 2004 OES Survey, 2004 QCEW and 2004 CES (3/2005 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used. Wage information derived from the May 2005 Estimates Delivery System.

**Occupation Projections for Bay Area Wisconsin Workforce Development Area, 2004-2014**  
(Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)

**Notes:**

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2004 to 2014. It is important to note unanticipated events may affect the accuracy of these projections.

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